

St. Aloysius College, Edathua

M.Com Degree Model Examination, December 2020

Second Semester, Human Resource Management

Time : 3 Hours

Maximum Weight : 30

Section A

Answer any *Eight* questions.

Answer shall not exceed One page (Weight 1)

1. Compare HRM with personnel management?
2. Give an overview of FJA.
3. State the meaning of procurement of manpower?
4. State the meaning of employee counselling.
5. Briefly explain responsibilities of HR manager.
6. Briefly explain TQM.
7. What is meant by mentoring?
8. What is meant by jigsaw method?
9. State the meaning of OJT.
10. State the meaning of halo effect. (8 x 1 = 8)

Section B

Answer any *Six* questions.

Answer shall not exceed *Two* pages (Weight 2)

11. Discuss the major assumptions of human resource management.
12. Differentiate between recruitment and selection.
13. Describe the barriers to effective human resource planning.
14. Discuss the important techniques of potential appraisal.
15. Explain the criteria for evaluation of training effectiveness.
16. State the objectives of maintaining HR records.
17. Explain the methods of technical training.
18. Describe the essentials of an effective performance appraisal system. (6 x 2 = 12)

Section C

Answer any *Two* questions.

Answer shall not exceed *Five* pages (Weight 5)

19. Discuss the different sources of recruitment. Describe the characteristics of good recruitment policy.
20. Explain the concept of HRD and discuss the important components of HRD mechanism.

21. Describe the process of training. Explain the objectives and importance of training in organisations.
22. Explain HR audit. Describe the process and important methods of HR audit. (2 x 5 = 10)